

Minnesota Library Association

Education Task Force Report

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On July 10, 2015 the three members of the MLA Education Task Force were sent the following charge from Minnesota Library Association President Maggie Snow to guide their research.



MINNESOTA LIBRARY
ASSOCIATION

MLA Education Task Force Charge July 2015

The Minnesota Library Association (MLA) serves its members by facilitating educational opportunities which are, in general, presented by the association's subunits at the annual conference and in the spring. However, it has come to the attention of the MLA Board that perhaps there is need for a subunit or committee that offers educational sessions that are relevant to librarians across the divisions and outside of the conference. Examples of this type of session might be strategic planning, budgeting, or presentation skills.

What prompted this conversation was MILE. Where does it fit in the organization of MLA? Up until now it has been functioning as a special committee with very little oversight. MILE has become such a big part of MLA that it needs a more permanent structure so that pertinent information is maintained.

Your charge is to discuss, investigate and make a recommendation to the board on the following questions: Would an oversight subunit or committee to oversee MILE, a not yet designed mid-career retreat, the website webinars and other educational sessions such as those mentioned above be a positive thing for MLA going into the future? Would it be of interested to the members? How would it be structured?

Timeline: Report and recommendation due to the MLA President by November 12, 2015.

Methodology

Prior to a face-to-face meeting, the three-member Education Task Force reached out to Minnesota Library Association (MLA) President Maggie Snow to clarify specific expectations of the original Charge so that they would best be able to address the questions that lay within.

Follow-up questions included:

- Is polling the membership regarding their needs a definitive element that you would like us to incorporate in our assessment? Or any other pieces you'd like to make sure we cover?
- What resources are available to us as part of the Task Force? Whom would we work with if there were things we'd like to send out to the membership, etc.?

The group met in person on August 21, 2015 at the Crooked Lake Branch Library in Coon Rapids, MN. Each individual came to the meeting having reviewed the Bylaws as provided by President Snow and brought ideas of how to tackle the task assigned. From the conversation, three major focuses were delineated.

1. Assess the current MLA Bylaws to see if and where a new committee may fit within its structure.
2. Review other state library associations to establish what they may provide in the way of professional development education on the specific topics of leadership and/or management, and any other general education opportunities they may provide.
3. Poll the current MLA membership with three "educational opportunity" questions to determine if they'd like more opportunities, in what format, and on what topics.

An initial timeline was developed and the group set the internal deadline of sending the initial draft to President Snow for comments/questions/clarifications by October 30, 2015, with the final report to be presented at the November 13, 2015 MLA Board meeting.

Committee Structure Recommendation

In assessing where a possible new oversight group for the MLA Institute for Leadership Excellence (MILE) may fit within the current MLA structure, the Task Force reviewed Articles 5-9 of the MLA Bylaws¹ which covered the various types of groups supported under the umbrella of MLA. The Task Force Charge specifically referenced the subunits or committees, but all groups were initially reviewed so that those deemed unfit could be eliminated.

The Task Force makes the following recommendation:

Whereas the current configuration of the MILE program belies structural similarities to other annual Special Committees like the Awards and Conference Committees, we would recommend that a new Special Committee on Education be created under Article 9.16.² We would recommend the MILE program be housed under this committee and any additional professional development opportunities created by MLA be developed and run by this committee.

We would recommend a five-person committee structure with the following positions:

- Chair – serving a three-year term
- Past-Chair – serving a three-year term
 - During the inaugural year of the committee this position would not exist
- Chair-Elect – serving a three-year term
- Two (2) Members at Large serving two-year alternate terms

MILE itself would continue to be developed and run by the previous year's class but the new special committee would serve as oversight and provide a single point of contact for the MILE co-chairs to ask relevant questions when planning and executing the new MILE retreat. The committee could also help in the promotion of the program in the off-year and help to keep alumni connected as classes continue to graduate from the program. The three year leadership structure is recommended to maintain continuity over the span of the current 2-year MILE model.

The committee would serve as a gateway for additional educational opportunities such as a mid-year management workshop, training webinars utilizing talent from the MLA membership, and other potential educational activities outside the annual conference.

¹ Appendix A

² Ibid

Library Associations: State Research - Educational Opportunity Review

The Task Force examined each state library association's website to see what other associations may be offering in the way of educational opportunities. There was a large range from absolutely nothing to highly comprehensive opportunities in leadership, mid-career, and beyond; about one-third (1/3) provided education via an online capacity versus the in-person route. Some associations provided trainings themselves while others had close working relationships with their State Library organizations. From the initial review we were able to discern that 17 states provide online education and 19 offer in-person education; of these 12 offered both.

Almost half (23) offered leadership training opportunities. Many of these have institutes similar to Minnesota's MILE and several could serve as great models to expand MILE further or to develop external opportunities outside of MILE. Only seven (7) specifically indicated that they had models available on the topic of mid-career development, showing that while it's an important topic, it hasn't yet reached the more well-known model of leadership development training programs.

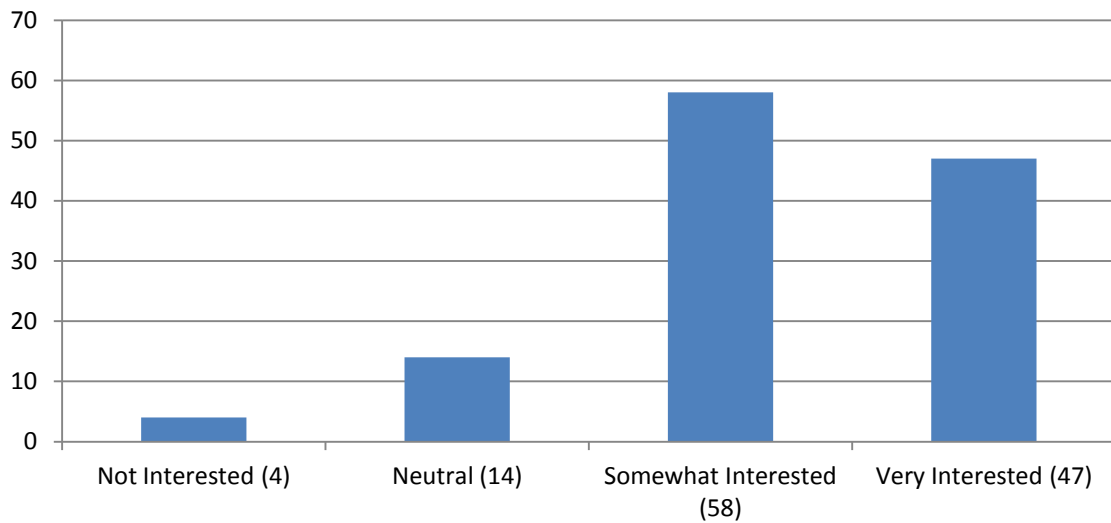
Of special note are items like Arizona's model of a Professional Development Fund of \$10,000 of which up to \$3,000 can be applied for by any group to plan and execute an event, Michigan's combination of Professional Development and Networking for their committee working as a think tank to garner topics for workshops and dedicated networking events, and New York's Leadership & Management Academy which is geared specifically towards mid-career librarians and management.

For specific details regarding each state, please see Appendix B.

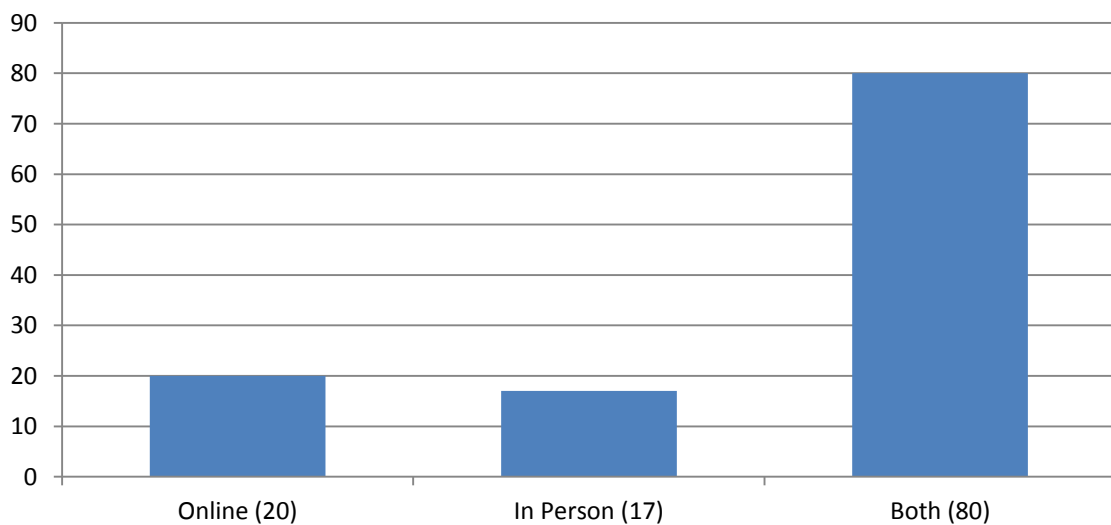
MLA Membership Survey

The Task Force, in partnership with the MLA Membership Committee, was able to contribute three questions regarding professional development to the Membership Committee's recent survey. The survey was sent to all MLA members during the month of October 2015 and received 123 responses from across the state. The breakdown of those responses can be found below:

Interest in Educational Opportunities (Out of 123 responses)



Preferred Educational Format (Out of 117 responses)



Based on these questions, there is definitive interest in MLA offering further professional development opportunities both online and in-person.

The third question was posed in an open-ended format and was centered on the types of professional development topics individuals would like to see provided. 61 responses were received; categories which had three or more similar responses are below:

Professional Development Topics (most common out of 61 responses):

- 12 - Community Outreach / Engagement
- 9 – Technology
- 7 – Cataloging / Other Technical Services
- 7 – Minnesota Libraries & Resources (e.g., who does what, forums for sharing what’s happening around the state, etc.)
- 6 – Diversity Issues (in the patron community and in the profession)
- 6 – Management / Supervisory Issues
- 6 – Reader’s Advisory
- 5 – Collection Management
- 5 – Leadership
- 5 – Marketing / Program Promotion
- 5 – Youth & Teen Services
- 4 – Advocacy
- 4 – Instruction
- 3 – Storytime / Early Literacy

Please see Appendix C for the specific responses given.

Summary

It is apparent that there is a continued need for more educational and professional opportunities from the Minnesota Library Association. Our survey of the membership indicates high levels of interest in MLA-offered training and professional development opportunities on a wide variety of topics in both online and in-person formats. A committee dedicated to this area of need, staffed with enthusiastic volunteers, could help with the overall coordination and communication of the current professional development opportunities available across the various sections and divisions (ARLD Day, PLD Day, MILE, etc.) as well as the development of new and innovative ideas.

Of the state associations we looked at, 36 offered some type of education or professional development opportunities to their members, Minnesota included. Of these 36, 29 employ either a formal committee or interest group to structure these activities within their organization.³ Providing a formal committee with thoughtful and well-placed structure for continued and further development of educational opportunities within MLA is the next logical step. Outside of the structural recommendations of the Task Force for an education committee of some sort, the state association research can be used as a beginning step to see what other prospects might be made available within our own library community.

The building of an educational hub within MLA that reaches out across all types of libraries and into all four corners of the state is no small task, and we thank the MLA Board for the opportunity to be involved in the initial research into this topic.

³ Three had interest groups dedicated to the topics while 26 had formal committees.

Appendix A: Articles 5-9 of MLA Bylaws (9.2.14)

ARTICLE 5

SUBUNITS

- 5.1. The Subunits of the Association shall be: Divisions, Sections, and Round Tables.
- 5.2. Only Active, Life, and Affiliate members of the Association may be members of a Subunit.
- 5.3. Each Subunit shall be governed by the Bylaws of the Association. Each Division may adopt bylaws, but not in conflict with those of the Association. Copies of the bylaws and bylaws amendments shall be filed with the Secretary of the Association.
- 5.4. A Subunit may adopt a distinctive name and shall have the authority within its own field as defined by the Association to determine its own policies and to develop its own programs provided these do not conflict with the established policies and programs of the Association.
- 5.5. Minutes of the Subunit and an annual report shall be filed with the President and Executive Director.
- 5.6. A Subunit may issue policy statements in the name of the Subunit, but it may not commit the Association on any policy without proper approval of the Association.
- 5.7. A Subunit may establish committees and subordinate groups as may be required to discharge its responsibilities, except that it may not establish a committee to operate in the field of an association committee, unless it be established as a subcommittee of the larger committee.
- 5.8. A Subunit may impose a registration fee for any meetings held separately from the conference of the Association. An increased registration fee shall be imposed for non-MLA members attending subunit events.
- 5.9. Subunits shall notify the MLA Office of forthcoming meetings and programs of the units.

ARTICLE 6

DIVISIONS

- 6.1. The purpose of a Division is to promote the development of libraries, library services, library governance, and librarianship within and for a particular type of library.
- 6.2. The Divisions of the Association shall be:
 - (1) Academic and Research Libraries Division;
 - (2) Public Libraries Division; and,
 - (3) Minnesota Library Trustees and Advocates.
- 6.3. Additional Divisions may be created by the Association upon petition from not fewer than 100 members, provided these represent service in a particular type of library not included in any existing Division.

- 6.4. Should the membership in any Division fall below 100, it may be discontinued as a Division by the Association.
- 6.5. A Division may not establish a subdivision to operate in the field of any Association Section.

ARTICLE 7

SECTIONS

- 7.1. The purpose of a Section is to promote the study and development of a particular function or aspect of librarianship which has relevance for more than one type of library.
- 7.2. A Section may be established by the Association upon petition of not fewer than 50 members representing two or more Divisions, providing the activity it is proposed to promote is clearly interdivisional in nature.
- 7.3. The Association may discontinue a Section when the membership in to Section has fallen below 50, or in response to a petition signed by a majority of the Section's members.

ARTICLE 8

ROUND TABLES

- 8.1. The purpose of a Round Table is to promote the development of types of libraries and aspects of librarianship whose representatives among the Association's members are too few to form a Division or a Section. Round Tables also may be established to discuss areas of library philosophy and concern.
- 8.2. A Round Table may be established by the Association upon petition of not fewer than 10 interested members.
- 8.3. The Association may discontinue a Round Table when the membership in the Round Table has fallen below 10, or when the membership of the Round Table has failed to elect officers in a membership year.

ARTICLE 9

COMMITTEES

- 9.1. Committees of the Association shall be:
 - (1) Standing Committees;
 - (2) Special Committees;
 - (3) Ad Hoc Committees;
 - (4) Joint Committees.

- 9.2. Only Active, Life, and Affiliate Members of the Association may be members of a Committee, with the exception of the Legislative Committee: active ITEM members may also participate in the committee process that develops MLA/ITEM legislative initiatives.
- 9.3. Committees may be established by the Association or by the Board.
- 9.4. Committees may be discontinued by the body that established them.
- 9.5. Committees of the Association are responsible to the Board.
- 9.6. Each Committee shall have a specific charge established by the Board. The Board shall annually review the charge to each Committee.
- 9.7. The Board shall appoint the members of Committees designated in these Bylaws and the chair of all other Committees.
- 9.8. The President-Elect shall recommend to the Board, candidates for chairs of the standing committees whose chairs are not elected by membership. The Board shall appoint these chairs to take office at the beginning of the next fiscal year.
- 9.9. Each Committee shall report to the Board at least annually or more often as directed by the Board.
- 9.10. No Committee shall commit the Association by any declaration of policy.
- 9.11. Subcommittees may be established by any Committee.
- 9.12. Except as otherwise provided in these Bylaws, committee members shall be selected by the chair of the Committee, with the advice of the Board.
- 9.13. Chairs shall call meetings of their respective Committees consonant with the charge to the Committee. Committees shall meet at the call of the President or the Board.
- 9.14. Minutes of all Committee meetings shall be kept and distributed to the President, the Executive Director and to all of the Committee.
- 9.15. **Standing Committees.**
 - 9.15.1. A Standing Committee is a committee with long-term objectives important to the continued operation of the Association. Standing Committees are on-going committees of the Association.
 - 9.15.2. The Standing Committees of the Association shall be
 - (1) Budget and Finance Committee;
 - (2) Intellectual Freedom Committee;
 - (3) Legislative Committee;
 - (4) Membership Committee;
 - (5) Communications Committee;
 - (6) Bylaws and Policies Committee
- 9.16. **Special Committees.**
 - 9.16.1. A Special Committee is established for various aspects of policy, planning, and administration, which are continuing but periodic in nature, e.g., the Awards Committee. Special committees are listed in Appendix B to the Bylaws.

9.17. **Ad Hoc Committees.**

9.17.1. An Ad Hoc Committee is a committee established to pursue a designated project to a specific goal within a specific time period. The life of an Ad Hoc Committee ends upon the conclusion of the project or at the end of the specific time, on direction of the Board.

9.18. **Joint Committees.**

9.18.1. A Joint Committee is a committee established between the Association and another organization.

Appendix B: Library Associations State Research Data

See following table for detailed State Library Association Research

Library Associations: State Research - Professional Development Opportunities

State	Continuing Education				Other?	Website
	Online	In-Person	Leadership	Mid-Career / Management		
Alabama (ALLA)					They have an Education Committee with a Chair, and they offer a few scholarships but no specific continuing education training	http://www.allanet.org/
Alaska (AKLA)					Scholarships offered.	http://akla.org/
Arizona (AZLA)			x		Dedicated Professional Development Committee with a Professional Development Funding budge of \$10,000, from which they offer folks the opportunity to plan their own event for up to \$3000 (http://www.azla.org/?page=ProfDevelopment). Committee consists of representatives from their four Divisions (school, public, special, academic), State Library, and Conference Planning. Their library leadership and scholarships falls under the AZ State Library (http://www.azlibrary.gov/libdev/continuin-g-education).	http://www.azla.org/
Arkansas (ARLA)			x		Emerging Leader program (http://arlib.org/organization/emerging_leader.php).	http://www.arlib.org/
California (CLA)			x		Offers Mentoring Program (http://www.clanet.org/?page=319). Has Leadership Development Committee (http://www.clanet.org/?LeadershipDevelop). The California State Library in partnership with InfoPeople has the Eureka! Leadership Program (eurekaleadership.org/index.html) Could serve as a future expansion model for the MILE, or a secondary level = MILE 2.0? Initial six-day event with a follow up two-day, and then another two day anniversary event one year after the Institute. -- Much more intentional, but focused particularly on public libraries.	http://www.clanet.org/

Colorado (CAL)			x		Leadership Development Committee (http://www.cal-webs.org/?page=LeadershipDevCom). Has a leadership institute called CALLI (CAL Leadership Institute) with a yearlong curriculum with monthly topics after the initial retreat (http://c.ymcdn.com/sites/www.cal-webs.org/resource/resmgr/calli/curric_overview_calli2012-13.pdf). Could serve as a future expansion model for the MILE.	http://www.cal-webs.org/
Connecticut (CLA)				x	Career Development Committee (http://ctlibraryassociation.org/content.php?page=Sections_and_Committees). Broad spectrum for the charge: <i>This committee is concerned with policies, procedures, and problems related to library employment, staff welfare, continuing education, career development, and recruitment. It develops and recommends policies and guidelines related to the improvement of salaries, working conditions, employer/employee relations, and informs Association members of these policies and guidelines.</i>	http://ctlibraryassociation.org/index.php
Delaware (DLA)					DLA offers scholarships for professional development. Otherwise their Continuing Education section basically is links to outside programs.	http://dla.lib.de.us/
Florida (FLA)			x	x	FLA has a Continuing Education committee, a Leadership Development Committee, and a Library Career Development Committee but all that are listed are the rosters. Through the Florida State Library there's the Sunshine State Library Leadership Institute [SLLI] (http://dos.myflorida.com/library-archives/services-for-libraries/more-programs/leadership/sunshine-state-library-leadership-institute/). 10 Sessions across the year.	http://www.flalib.org/
Georgia (GLA)			x	x	GLA has a Professional & Continuing Education Interest Group (http://gla.georgialibraries.org/interest_pce.htm). I believe that this group works on putting together workshops for the state though it's hard to be sure. There is also Librarian Certification & Continuing Education but that's run by the Georgia Board of Librarians (http://sos.ga.gov/index.php/licensing/plb/30).	http://gla.georgialibraries.org/
Hawai'i (HLA)					HLA has a section for Continuing Education under their Programs & Events area but nothing is listed.	http://hawaiilibraryassociation.weebly.com/

Idaho (ILA)			x		ILA has created the Library Leadership Action Committee (http://idaholibraries.org/resources/library-leadership-in-idaho/) which works on building a leadership web portal, Read-2-Lead book club, a newsletter, mentor page, identifies leadership training opps, etc. They also showcase the Idaho ALA Emerging Leaders (http://idaholibraries.org/idahobookaward/idahos-emerging-leader/).	http://idaholibraries.org/
Illinois (ILA)		x	x	x	Provides a specific single-day professional development conference called Reaching Forward (reachingforward.net). This is done in addition to their regular conference. The program from their 2015 looks fairly similar to what we might offer at our regular conference so I'm uncertain as to how it differs from their standard ILA conference. Additionally they have something on their website listed as a Knowledge Exchange, though there's no further information regarding what exactly that is and you must be a member to login.	https://www.ila.org/
Indiana (ILF) - Indiana Library Federation	x			x	There is an ILF Management Division which "provides a forum for the networking and support of librarians working in management positions." They also have a dedicated Mentoring Program with a handbook of guidelines and then someone from the Management Division periodically checks in with the pair for assessment. In partnership with PeopleConnect Institute, the ILF offers webinars hosted live and then archived on the website.	http://ilfonline.site-ym.com/
Iowa (ILA)			x		Provides a dedicated Leadership Development Committee who helps to plan the ILA Leadership Institute. (<i>May serve as some basic structure for a new MLA committee?</i>). There's not much listed for particulars regarding the Institute -- no standard website, etc. -- but a committee report from 2014 shows that its general structure (multi-day event, 25 librarians) is similar. They specifically though have ALA Past President Maureen Sullivan participate in the event and help support this through an LSTA grant, amongst other funding. The Committee itself also presents at conferences.	http://www.iowalibrassoc.org/

Kansas (KLA)					Although they state in their Strategic Plan that they support continuing education through various models there's nothing dedicated to it on their library association website.	http://kslibassoc.org/home/
Kentucky (KLA)	x	x	x		Mentoring committee pairs mentors and mentees through online application. Webinars available online to association members. Academic Libraries section has own Professional Development Committee. Public Library Association section also has a Continuing Education committee (their site mentions "workshops throughout the state.")	www.klaonline.org
Louisiana (LLA)		x			Annual conference and library school scholarships awarded by the association. LASL (school librarians section) sponsors CE activities and workshops and LASSAL (support staff section) also sponsors CE programming at the annual conference.	http://llaonline.org/
Maine (MLA)					Website lists a Conference and Continuing Education Committee among their standing committees, but unlike the rest of the committees, no contact person or info is listed. It looks like the committee may be currently inactive.	http://mainelibraries.org/
Maryland (MLA)	x	x	x		Maryland Library Leadership Institute (MLLI) is the MD version of MILE. There is a MLLI Chair who is a non-voting member of the association's advisory council. They also have an appointed officer for professional development that sits on the Executive Board. MLLI and other CE initiatives are under the LDD (Leadership Development Division) of the association. This division meets bimonthly, and hosts webinars and events and programs on an ongoing (year-round) basis around the state.	http://www.mdlib.org/
Massachusetts (MLA)					Nothing listed.	http://www.masslib.org/

Michigan (MLA)	x	x	x		Professional Development and Networking is a standing committee with a chair and 7 other members. There are separate workgroups for their annual conference and spring institute (conference for youth-serving librarians). The PD&N Committee "anticipates emerging trends and hot topics. Works with staff as a think tank for ideas and insight to help identify the kinds of training our members will need to excel in the libraries of the future as well as today. Members must have prior experience on an MLA work group to participate on this committee." MLA also offers an ongoing mentor-mentee matching program, networking and PD events and "communities of practice listservs"/themed email discussion lists.	http://www.milibraries.org/
Minnesota (MLA)	<i>Known entity</i>					
Mississippi (MLA)	x	x			Annual conference; ACRL section offers webinars and webcasts to members.	http://www.misslib.org/
Missouri (MLA)	x	x			Annual conference, webinars, in person trainings and sessions put on by various libraries in state publicized in association newsletter MOINFO, scholarships provided by Professionalism, Education, Employment and Recruitment community of interest.	http://molib.org/
Montana (MLA)	x	x			Annual conference, section retreats for school, academic and public librarians, webinars, in-person workshops (managed/provided by individual libraries throughout state and publicized through association). MPLA (Mountain Plains Library Association), of which MT is a part, has a leadership institute.	http://mtlib.org/
Mountain Plains Library Association (MPLA)	x	x	x		Professional development grants, five day leadership institute with mentoring component, annual conference, webinars, continuing education listings.	http://mpla.us/
Nebraska (NLA)		x			Annual conference, continuing education committee, scholarship committee.	(temp URL; transitioning to new website) https://nebras.kalibraries.site-ym.com/
New England Library Association (NELA)		x	x		Annual conference, educational assistance committee awards scholarships, New England Library Leadership Symposium (NELLS).	http://nelib.org/

Nevada (NLA)	x	x	x		Annual conference, webinars, mentoring program (administered by leadership and mentoring committee), scholarships (administered by scholarship committee).	http://www.nevadalibraries.org/
New Hampshire (NHLA)	x	x			Annual conference, scholarships, webinars through state library services, continuing education courses through library school at Drexel University	http://nhlibrarians.org/
New Jersey (NJLA)		x			Annual conference, Professional Development Committee, Leadership and Education Subcommittee (responsible for Emerging Leaders and an internship program for learning about the association/its committee structure), Scholarship Subcommittee.	http://njla.org/
New Mexico (NMLA)		x			Annual conference, mini conference, scholarships/continuing ed grants. Education Committee works with NM State Library to offer continuing education opportunities.	http://nmla.org/
New York (NYLA)	x	x		x	Leadership and Management Academy is geared to mid-career librarians and management. Annual conference, online graduate courses offered in partnership with university, webinars, workshops. Continuing Education committee has a member from each of the association's sections.	http://www.nyla.org/max/index.html
North Carolina (NCLA)	x	x	x		Biennial Conference, NCLA Leadership Institute, webinars, scholarships, networking events.	http://www.nclaonline.org/
North Dakota (NDLA)					Nothing listed.	http://ndla.info/

Ohio - Academic (ALAO)			x	<p>Professional Development Committee to promote continuing education and professional development activities among the membership.</p> <p>Specific Activities</p> <p>Identifies the continuing education and professional development needs of the membership and seeks ways to meet those needs.</p> <p>Fosters sharing of professional development opportunities among members and member institutions.</p> <p>Makes recommendations on financial support for professional development activities among the membership.</p> <p>Promotes ALAO within the membership and the library community through encouragement of professional development activities.</p> <p>Keeps the membership informed of committee activities and publicizes professional development opportunities on a timely basis.</p> <p>Administers awarding of scholarships that further professional development. 6 at-large board members, chaired by a second-year board member.</p> <p>http://www.alaoweb.org/committees/proffdev/index.html</p>	http://www.alaoweb.org/
Ohio - public (OLC)	x	x		<p>Charger members to view webinars. Also have online learning tutorials. The Library Education Committee exists to support OLC's educational programs through research into areas such as core competencies and trends in the delivery of education, and to recommend the development of programs focused on emerging topics of interest and concern to the library community.</p>	http://www.olc.org/
Oklahoma (OLA)		x	x	<p>Committees for Continuing Education and OLA GOLD Leadership Institute, which is a retreat every 3 years, sessions at conferences, and other workshops throughout the year. Website is mostly locked down to membership only.</p> <p>http://www.oklibs.org/?page=01OLAGOLD</p>	http://www.oklibs.org/
Oregon (OLA)				<p>Don't really have anything beyond their annual conference</p>	http://www.olaweb.org/

Pennsylvania (PaLA)	x		x	x	PALS (PaLA Academy of Leadership Studies) http://www.palibraries.org/?page=PALS - This is geared towards 3 audiences: new librarians, those in management that need to enhance their skills, and those who are established leaders looking to change their leadership style, or become mentors for upcoming leaders. Training takes place in 1-day workshops and online.	http://www.palibraries.org/
Rhode Island (RILA)					none, other than conference	http://rila.wildapricot.org/
South Carolina (SCLA)					mentorship program through the Membership committee	http://www.scla.org/
South Dakota (SDLA)					Scholarships and Grants for Professional Development	http://www.sdlibraryassociation.org/
Tennessee (TLA)	x		x		TLA Staff Development Webinar Series http://www.tnla.org/?page=443 ; Ad-hoc Leadership Institute Committee that plans a 4 hour pre-conference Leadership Institute	http://www.tnla.org/
Texas (TxLA)	x		x		Continuing Education Webinars http://www.txla.org/CE ; Leadership Institute (http://www.txla.org/leadership-development)	http://www.txla.org/
Utah (ULA)	x				Webinars http://www.ula.org/content/webinars ; Continuing Education Committee http://ula.org/content/continuing-education ; Provide scholarships for the MPLA Leadership Institute http://mpla.us/services/mpla-leadership-institute/	http://www.ula.org/
Vermont (VLA)					Continuing Education Grants	http://www.vermontlibraries.org/
Virginia (VLA)					Continuing Education Committee, but couldn't find anything about any programming other than the conference	http://www.vla.org/
Washington (WLA)					Continuing Education Seed Money for people to put on continuing education programs around the state http://www.wla.org/continuing-education	http://www.wla.org/
West Virginia (WVLA)					Have a Continuing Education/Scholarship Committee, but couldn't tell if they do any programming besides providing scholarships.	http://wvla.org/index.php
Wisconsin (WLA)			x		WeLead Program (http://wla.wisconsinlibraries.org/committees/we-lead-task-force)	http://wla.wisconsinlibraries.org/

Wyoming (WLA)			x	Have a L.E.A.D (Leadership Excellence & Development) Interest Group the puts on pre-conference workshops on leadership; Wyoming Library Leadership Institute (WLLI) http://www.wyla.org/index.php?option=com_content&view=article&id=102:wlli&catid=27:wlli&Itemid=188	http://www.wyla.org/
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x = offered by the state's library association

Appendix C: MLA Membership Survey – Specific Topic Responses

Copyright issues.
collection development/management
More "library" stuff like collection and RA
RDA, best practices for writing surveys, faculty/patron engagement, marketing
Open to a wide variety of topics currently pertaining to libraries-- especially academic libraries.
cataloging, tech services,
Electronic databases, web-based information
Topics related to high functioning, successful Friends organizations.
new technologies, behind the scenes library tours,
Any forum that supports sharing ideas or learning from what other areas of librarianship are doing is important. I like that this year's conference is hosting speakers from ALA so that we can explore ideas and practices from other areas in the country.
Is the idea of the library as a community center just a fad? Do we want it to have its day and move on? How do we maintain the concept over the long haul?
Same thing with maker spaces - are they a fad or here to stay?
How do we stay focused on service and not overwhelm ourselves and our staff with busy work and excessive procedures?
As managers, how do we create a work environment that gives staff the freedom to try new things, even if it means being okay with making mistakes?
Digital preservation, e-resource licensing, planning for the future of libraries.
(Give me time, I'll think of some more...)
Storytime Reader's Advisory Digital world
Since we're expected to be teachers now, help with writing curriculum and managing classes. Primarily interested in adult learners.
Always interested in low-cost programming options (again for adults).
Using data to advocate for the library and to assist in decision-making (collection development, staffing, etc.)
BIBFRAME and tech services kinds of things
Technical services
Instruction, technology instruction, technology, eresources, reference, online reference
Library workers in low income, rural areas, both school and public, could use more support and assistance than they get.
Technology-related topics
Leadership, digital issues

Technology-based training
Small, one room rural libraries: ideas for programming with a little budget/staff; outreach to the rural communities; PR strategies to combat the VERY REAL perception from farmer families that their sons "don't have to know how to read." HOW do we change this perception????
how to help the profession become more diverse and more welcoming of diversity--it's more than just paying lip service to an ideal, everyone has to be onboard and acknowledge that it's important and a goal that needs to be worked towards as a group, while also knowing that there will be missteps
Panels where I can hear from a few different libraries on how they handle or are doing "x." For example, what about a webinar on how libraries have implemented any of the trends mentioned at MLA during the keynote from the ALA Center for the Future of Libraries.
marketing to non-users
I would be very interested in seeing events about community outreach and how libraries are accomplishing that. Also events on community programming, boosting awareness and attendance and what sorts of events communities are responding positively to/expressing interest in.
Linked data, data management, scholarly publishing issues, intellectual property issues. Also, advocacy for beginners!
Diversity Issues, re Immigrants, etc.
Islandora for institutional repositories, data management
Best practices and innovation
Finding jobs, How to get Promotions
Working with Library Boards, Board development for existing Boards, Assistance to patrons in a networked world, how to we do this, train staff to be flexible? How to create and be part of Open Source communities with librarians as the "table" Librarians as creation specialist, how does that happen, what does staff need to learn? Libraries changing the way they do work, what is happening? and how? Today, not tomorrow. Paying attention to the digital shift in work, how our patrons work and how librarians must also.
Always interested in current Teen and Youth services practices and Reader's Advisory in general..
none listed. weeding best material for teens
How and why to diversify the profession, collections, outreach, programming, etc. Importance of early literacy (Saroj Ghoting's recent workshops are a fantastic example).
Info related to Middle and High School Libraries.
Readers' Advisory, Reference tools, Safety and security, Customer service
Technology training; leadership opportunities for library staff.
Reader's Advisory!
Bringing STEAM into libraries, Makerspaces,
Focus on technical services (cataloging, metadata, digital resource management, etc.)
I'm open on any training. If it is something I see applying to my library, I might bite. I especially like meetings to which I can send staff, get them out of the library and let them have a day to just think library rather than be stuck in their existing daily rut. Because of our far-flung location, these kinds of opportunities are rare, but I'm constantly on the watch.
How to survive when you have to do it all...lean libraries

<p>Descriptions of all the different library types in MN (Multitypes, Consortiums, Metronet vs. MELSA, who does what?)</p> <p>Promotions, technology, "what's trending", time management, leadership, followership,</p> <p>A place to write and share articles and what other libraries are doing, more indepth than the newsletter (which I like a lot).</p>
<p>Leadership Greater use of the knowledge of recent MILE participants</p>
<p>eBooks new technologies</p>
<p>I would actually like to see more forums for collaborations -- e.g. MN science librarians, space to talk about acadmic-public partnerships, etc.</p>
<p>Legal aspects of fund-raising, working with Friends groups.</p>
<p>teaching, outreach, diversity, digital literacy</p>
<p>2-4 times/year have an expert in a library related field give a presentation. Topics that come to mind are library as publisher, anything e-book, resources available in MN that we may not know about, partnerships and how to form them.</p>
<p>Technology Outreach Library Instruction</p>
<p>Management training/support Public library trends and/or best practices</p>
<p>Cataloging RDA Digital cataloging Future of cataloging</p>
<p>"hot" topics in the profession management topics speakers on library issues</p>
<p>Children's services (programming ideas); providing digital literacy/training/support services</p>
<p>Advocacy, Management, Conflict Resolution, Supervising, Project Management, Community Engagement</p>
<p>Reader's advisory, new technologies and how they can be used in libraries, time management and prioritizing, building successful community connections, addressing personnel issues, ways to make the library as safe as possible for employees and patrons, ways to implement big ideas in small and rural libraries</p>
<p>Programming. Marketing of programming.</p>
<p>technology updates Education on how to provide better service and develop more appropriate programs for emerging patrone demographics, i.e new immigrants, people of color who may feel marginalized; continue to update the focus on early literacy programs for parents and caregivers that incorporate research based best practice practical oportunitites to learn more about evaluation, budgeting, supervising...continuing ed for the mid career librarian who already has an IMLS degree, but needs refreshing (are we reverting to the MORE model?)</p>

Outreach and partnerships

Best practices in elementary-age programming

Innovative and educational spaces for elementary-age children

Nature classrooms and public libraries

Libraries and racial equity

digital content and the public; tech training for staff;